

Message Text

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ACTION AF-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01

MMO-01 EB-07 SCA-01 IO-13 INR-07 PM-04 CU-02

/066 W

-----061500Z 048911 /46

P R 060845Z MAY 77

FM AMEMBASSY MBABANE

TO SECSTATE WASHDC PRIORITY 1739

INFO AMEMBASSY ABIDJAN

AMEMBASSY GABORONE

C O N F I D E N T I A L SECTION 1 OF 2 MBABANE 1160

STADIS////////////////////////////////////

ABIDJAN FOR AMBASSADOR NORLAND

E.O. 11652: GDS

TAGS: AMGT, PFOR, WZ

SUBJECT: ANNUAL POLICY AND RESOURCE ASSESSMENTS - PARTS

II AND III

REFS: CERP 0001, STATE 38356

FOLLOWING WAS DRAFTED IN CONSULTATION WITH AMBASSADOR DURING
LATTER'S VISIT TO MBABANE ENDING MAY 4:

PART II - RESOURCE ASSESSMENTS

A. STATE

POST HAS TWO FSO'S (DCM/CHARGE AND INTERNATIONAL RELATIONS
OFFICER) WHO TOGETHER ARE RESPONSIBLE FOR ALL POLITICAL,
ECONOMIC, COMMERCIAL, CONSULAR, PUBLIC AFFAIRS (USIA), AND
CULTURAL EXCHANGE (CU) ACTIVITIES; THE THREE REMAINING
STATE AMERICAN STAFF MEMBERS ARE GENERAL SERVICES OFFICER,
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COMMUNICATIONS AND RECORDS OFFICER, AND SECRETARY. THERE
ARE NO STATE-FUNDED PROFESSIONAL LEVEL LOCAL
EMPLOYEES; THERE IS ONE USIA-FUNDED LIBRARIAN
RESPONSIBLE FOR POST'S READING ROOM. THE TWO FSO'S
CARRY OUT, AND REPORT ON, INITIATIVES IN SUPPORT OF US
INTERESTS AND POLICY OBJECTIVES LISTED IN PART I OF
PARM. STATE STAFFING REQUIREMENTS FOR FY 1979 ARE

ADDRESSED IN PART III.B BELOW.

B. OTHER AGENCY

1. OSARAC

SWAZILAND. USAID DOES NOT NOW CONTEMPLATE ANY SIGNIFICANT NEW PROGRAMS FOR SWAZILAND. HOWEVER, IT SHOULD BE PART OF US INTEREST TO LOOK INTO THE DEVELOPING RELATIONS WITH SOUTH AFRICA ON ONE HAND AND MOZAMBIQUE ON OTHER, WITH VIEW TO SEEING THAT SWAZILAND DOES NOT GET ISOLATED. SWAZILAND IS GOING TO BE INCREASINGLY SUBJECTED TO CONFLICTING PRESSURES FROM MOZAMBIQUE AND THERE WILL BE EFFORTS TO DRAW IT INTO BLACK AFRICAN ORBIT; ON OTHER HAND, SOUTH AFRICAN PRESSURE WILL BE TO GET SWAZILAND TO KEEP TRADITIONAL TIES AND CONSERVATIVE POLICIES. NO ADDITIONAL STAFFING IS CONTEMPLATED SOLELY FOR SWAZILAND PROGRAMS.

REGIONAL. BECAUSE OSARAC IS LOCATED IN SWAZILAND, QUESTION OF HEADQUARTERS STAFFING IS ADDRESSED PRELIMINARILY IN THIS SECTION. TO MAINTAIN US INFLUENCE IN AREA IS GOING TO REQUIRE LEVEL OF PROGRAMMING WHICH SHOWS INCREASE IN NEXT TWO FISCAL YEARS AT LEAST AS GREAT AS INCREASES OF LAST TWO YEARS, WITH TWO MAJOR EXCEPTIONS, ANMELY, THE COMMITMENT WHICH SHOULD BE FIRM BY FY 1979 OF DOLS 20 MILLION OVER FOUR YEARS FOR ROAD MOHALES HOEK-QUTHING-PITI, AND ASSISTANCE TO EMERGENCY RAILROAD PROJECT IN BOTSWANA. THIRD POSSIBLE, BUT AT THIS STAGE PURELY THEORETICAL, PROJECT IS TO ENHANCE PROSPECTS
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FOR RURAL DEVELOPMENT PROGRAM IN BOTSWANA.

STAFFING. THERE IS CONTINUING NEED FOR STAFF TO PLAN AND MONITOR THESE GROWING PROGRAMS. RDO BELIEVES STAFF GROWTH THAT IS REQUIRED SHOULD ANTICIPATE FUTURE OBLIGATIONAL FUNDING BECAUSE OF PLANNING REQUIREMENTS, I.E., BECAUSE THERE ARE ANTICIPATED PROGRAM INCREASES, THERE SHOULD BE CORRESPONDING STAFF INCREASES. AMBASSADOR BELIEVES, HOWEVER, THAT THERE MUST BE FAIRLY PREDICTABLE INCREASES IN PROGRAM LEVELS BEFORE PERMANENT STAFF ARE ADDED, I.E., THAT PLANNING AND PREPARATION OF PROGRAM DOCUMENTS DO NOT IN THEMSELVES CONSTITUTE JUSTIFICATION FOR STAFF ASSIGNMENT. AMBASSADOR AND RDO WILL CONTINUE TO DISCUSS AND REFINER MISSION'S VIEWS ON THIS POINT AND MAKE APPROPRIATE RECOMMENDATIONS. IN LINE WITH RDO'S POSITION, ADDITION OF FOLLOWING POSITIONS ARE PRESENTLY BELIEVED TO BE REQUIRED FOR FY 1979: CAPITAL DEVELOPMENT OFFICER, DEPUTY AGRICULTURAL DEVELOPMENT OFFICER, HUMAN RESOURCES TRAINING OFFICER, ASSISTANT EXECUTIVE

OFFICER, COMMUNICATIONS AND RECORDS SUPERVISOR,
DEPUTY PROGRAM OFFICER, AND FOUR FOREIGN NATIONALS
(THREE SECRETARIAL/CLERICAL AND ONE ASSISTANT GENERAL
SERVICES OFFICER). THE AMBASSADOR IS RESERVING COMMENT
ON THIS SPECIFIC PROPOSAL UNTIL AID FUNDING AND
CONSEQUENT PROGRAM LEVELS BECOME CLEAR.

2. PEACE CORPS.

PC FOCUS REFLECTS GOS PRIORITIES. EFFECTIVE IN DEMON-
STRATING US IDENTITY OF INTERESTS WITH SWAZILAND, PC
PROGRAM IS SUPPORTIVE OF EMBASSY APPROACHES ON DIPLOMATIC
ISSUES. VOLUNTEER LEVEL IN RANGE 110-120 IS ABOUT
OPTIMUM IN TERMS OF GOS' ABILITY TO PROVIDE LOGISTICAL
SUPPORT AND SATISFACTORY COUNTERPARTS. CURRENT THREE-
MEMBER AMERICAN STAFF IS ADEQUATE FOR PROGRAM MANAGEMENT.
PC/SWAZILAND PROPOSES MAINTAIN CURRENT PROGRAM AND
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STAFFING LEVEL INTO FY 1979, AND POST AGREES THIS IS
APPROPRIATE COURSE OF ACTION.

3. USIA.

STAFFING, WHICH IS LIMITED TO ONE FSL LIBRARIAN RESPONSIBLE
FOR READING ROOM, IS ENTIRELY INADEQUATE TO MEET FULL RANGE
OF PUBLIC AFFAIRS AND CULTURAL EXCHANGE CHALLENGES
AND OPPORTUNITIES FOR USG IN SWAZILAND. CURRENT
RESOURCE LEVEL IS BARELY SATISFACTORY EVEN FOR THIS
TRUNCATED OPERATION.

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P R 060845Z MAY 77
FM AMEMBASSY MBABANE

TO SECSTATE WASHDC PRIORITY 1740
INFO AMEMBASSY ABIDJAN
AMEMBASSY GABORONE

C O N F I D E N T I A L SECTION 2 OF 2 MBABANE 1160

STADIS//////////

ABIDJAN FOR AMBASSADOR NORLAND

NEW POSITION OF PUBLIC AFFAIRS OFFICER IS POST'S
HIGHEST PRIORITY FOR FY 1979. JUSTIFICATION FOR PAO
TO BE ASSIGNED IN MBABANE CAN BE FOUND IN STATEMENT
OF US OBJECTIVES AND INTERESTS IN PART I OF PARM,
SPECIFICALLY US INTEREST IN CONTINUED MODERATION
IN GOS POLICIES, BOTH INTERNALLY AND IN INTERNATIONAL
FORA AND IN PROVIDING SOLID BASIS FOR CONTINUATION OF
THIS POLICY DESPITE INCREASING RADICALIZING AND
DESTABILIZING EFFORTS OF SWAZILAND'S NEIGHBORS. PAO
ASSIGNMENT IS CONSIDERED TOP PRIORITY FOR NUMBER OF
REASONS. MOST IMPORTANT IS FACT THAT SWAZILAND'S OPEN
SOCIETY PRESENTS UNIQUE OPPORTUNITIES TO INFLUENCE
ATTITUDES OF SIGNIFICANT NUMBER OF PEOPLE IN SENSITIVE
PART OF SOUTHERN AFRICA. BECAUSE OF OPENNESS OF THIS
SOCIETY, WE HAVE ACCESS TO LEADERS AND OPINION-MOLDERS
IN WAYS NOT POSSIBLE IN NEIGHBORING MOZAMBIQUE OR
SOUTH AFRICA. SECOND, WE HAVE OPPORTUNITIES FOR INCREASED
CONTACT WITH THIS GENERATION OF UNIVERSITY (UBS) STUDENTS
WHO ARE FUTURE LEADERS OF COUNTRY. THIRD, BY ACTIVE
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PROGRAM OF INFORMATION, CULTURAL EXCHANGE, AND
PERSONAL CONTACTS, WE HAVE POSSIBILITY OF COUNTERACTING
INCREASING FRELIMO ACTIVITY IN SWAZILAND. FOURTH,
WE HAVE UNRESTRICTED OPPORTUNITIES TO PRESENT ACCURATE
PICTURE OF US POLICIES TOWARD SOUTHERN AFRICA, WHICH
IS OF INCREASING INTEREST AND IMPORTANCE. FIFTH, PAO
COULD RELIEVE UP TO TWENTY PERCENT OF TIME OF TWO FSO'S
AT POST, THEREBY ENABLING THEM TO DEVOTE THEIR ATTENTION
TO MANAGEMENT AND SUBSTANTIVE RESPONSIBILITIES WHICH ARE
THEIR PRIMARY DUTIES. SIXTH, PAO COULD, THROUGH ACTIVE
PROGRAM OF WORKING WITH REFUGEES, EXTEND INFLUENCE
OF US INTO NEIGHBORING COUNTRIES AND THEREBY CONTRIBUTE
TO FORCES OF MODERATION.

ASSIGNMENT OF PAO WOULD MEAN APPROXIMATELY DOLS 10,000
MORE WOULD BE REQUIRED FOR USIA PROGRAM BUDGET FOR FY 1979.
THIS DOES NOT INCLUDE PERSONNEL COSTS OR COSTS OF HOUSING,
VEHICLE, AND OTHER LOGISTICAL SUPPORT.

PART III - STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING

WITH AN AMERICAN STAFF OF FIVE (TWO FSO'S), THERE IS NO REQUIREMENT, AND NO POSSIBILITY, FOR REPROGRAMMING PRESENT RESOURCES.

B. INCREASES/DECREASES

POST URGENTLY REQUIRES TWO NEW POSITIONS TO MEET EXISTING REQUIREMENTS. HIGHEST PRIORITY IS FOR USIA-FUNDED POSITION OF PUBLIC AFFAIRS OFFICER DESCRIBED PART II.B.3 ABOVE. NEXT HIGHEST PRIORITY IS FOR FSL CONSULAR/COMMERCIAL ASSISTANT.

MID-GRADE FSL IS INDISPENSABLE REQUIREMENT AT THIS POST BY FY 1979 IN ORDER TO STOP GROSS INEFFICIENCY IN CONFIDENTIAL

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USE OF ONE (OF THE TWO) FSO'S TIME AND TALENTS THAT ARE PRESENTLY DEVOTED TO SERVING, IN EFFECT, AS RECEPTIONIST AND CONSULAR ASSISTANT FOR ALL PERSONS VISITING EMBASSY TO ASK ABOUT CONSULAR AND COMMERCIAL MATTERS. AT PRESENT, POST'S RECEPTIONIST DIRECTS ALL SUCH VISITORS TO IRO/CONSULAR OFFICER, THUS ENGAGING HIS EFFORTS FOR UP TO FIFTY PERCENT OF HIS DAY AND PRECLUDING HIS ATTENTION TO OTHER MORE IMPORTANT ACTIVITIES AS OUTLINED IN HIS POSITION DESCRIPTION. THIS NEW FSL POSITION CAN BE JUSTIFIED ON GROUNDS OF INCREASED CONSULAR WORKLOAD DERIVING FROM PRESENCE IN SWAZILAND AT ANY ONE TIME OF SIX HUNDRED RESIDENT AMERICANS AND DOZEN OR SO TOURISTS. POSITION CAN BE SECONDARILY JUSTIFIED ON GROUNDS THAT TRAINED ASSISTANT COULD RESPOND TO (A) HALF DOZEN LETTER INQUIRIES PER WEEK FROM PRIVATE AMERICANS, (B) AVERAGE OF TWO TO THREE COMMERCIALY RELATED INQUIRIES PER MONTH, INCLUDING REQUESTS FROM USDOC AND OTHER WASHINGTON OFFICES, AND (C) INQUIREIES FROM WALK-INS (SWAZI CITIZENS) ASKING ABOUT AMERICAN PRODUCTS OR SERVICES.

ADDITION OF SL CONSULAR/COMMERCIAL ASSISTANT WOULD REPRESENT APPROXIMATELY DOLS 5750 PER YEAR. NO OTHER SIGNIFICANT INCREASES IN FUNDS WOULD BE REQUIRED. IN RETURN FOR THIS MINOR ADDITIONAL INVESTMENT, EMBASSY WOULD BE RETURNING TO HIS NORMAL DUTIES A HIGHLY-TRAINED FSO WHO IS ENTIRELY CAPABLE OF PERFORMING TAKS AT LEVEL OF SKILLS AT WHICH NO LOCAL CAN PERFORM.

C. LOWER PRIORITY POSITIONS

NO SUBMISSION IS REQUIRED SINCE POST HAS LESS THAN
TWELVE AMERICAN POSITIONS.

D. MISSION STAFFING CHART (C, CORE; D, DAS, PIT, PART-TIME)

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CURRENT FY 1977

AM.OFFS. AM.STAFF FSL PROFS. FSL STAFF TOTAL

STATE

EXECUTIVE	1	1	0	0	2
CONSULAR	1	0	0	1-C	2
ADMIN (GSO)	1	0	0	2-C	3
ADMIN (C&R)	1	0	0	1-C,1-PIT	3
OTHER					
USIS	0	0	1	0	1
AID/OSARAC	10	2	2	8	22
PEACE CORPS	3	0	2	3	8
TOTALS	17	3	5	16	41

PROJECTED FY 1979

STATE

EXECUTIVE	1	1	0	0	2
CONSULAR	1	0	1-C	1-C	3
ADMIN (GSO)	1	0	0	2-C	3
ADMIN (C&R)	1	0	0	1-C,1-\$	3

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OTHER

USIS	1	0	1	0	2
AID/OSARAC	15	3	2	12	32
PEACE CORPS	3	0	2	3	8
TOTALS	23	4	6	20	53.
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Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 2616998
Secure: OPEN
Status: NATIVE
Subject: ANNUAL POLICY AND RESOURCE ASSESSMENTS - PARTS II AND III
TAGS: AMGT, PFOR, WZ
To: STATE
Type: TE
vdkgvwkey: odb://SAS/SAS.dbo.SAS_Docs/b5b98a99-c288-dd11-92da-001cc4696bcc
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